

WASHINGTON STATE

COMMISSION ON HISPANIC AFFAIRS

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Meeting Dates 2007

February 23-24
Olympia

April 27-28
Pullman

June 22-23
Othello

August 10-11
Pasco

October 20-21
Walla Walla

November 30-Dec 1
Vancouver

**For more information
visit our website:
www.cha.wa.gov**

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WA State Hispanic /Latino Legislative Day 2007 February 21, 2007



Hispanic/Latino constituents came to voice their concerns and hear Governor Gregoire's message.



Governor Christine Gregoire



Representatives Frank Chopp, Sam Hunt, Marilyn Chase, John Ahern, Jeannie Darneille, and Sharon Tomiko Santos joined Hispanic/Latino constituents during the noon rally at the Rotunda.

Message from the Director—Spring 2007

Another new year is here and many exciting things are looming in the horizon.

We ended 2006 with a powerful education meeting. Terry Bergeson, Superintendent of Public Instruction, Dr. Alfonso Anaya, Director of Migrant and Bilingual Education, Representative's Dave Upthegrove and Phyllis Kenney, and about forty community members and educators were present. Of utmost concern is how the state educational system can better serve our Hispanic students.

With this in mind we tailored our February public meeting in order to convene and partner with LEAP's theme of "Student Readiness-Preparing for College or Work after High School". We held two workshops that were very well attended. Students had an opportunity to convey their concerns, get to know their Commissioners, and ask those troublesome questions relating to education. For us it was an opportunity to inform them of our work, share the many resource links available on our website, and reinforce the need and importance of being involved in the legislative process.

There is no doubt that much work remains to be accomplished, consequently, we will continue the dialogue at our public meeting in Pullman on April 27, 2007. We candidly extend an invitation to all those interested in attending. Detailed information on this meeting will be posted on our website in mid April.

We continue to have an emergent dialogue with the Office of the Superintendent of Public Instruction (OSPI) specifically relating to assistance for parents and community organizations. I'm pleased to inform you of my involvement with OSPI regarding their Center for the Improvement of Student Learning program (CISL) and the Student Leadership Program. Together we will be working to identify 15 school districts where we intend to develop a plan of outreach and information sharing for students and parents.

We are also working with state agencies such as Labor and Industries, Department of Revenue, Employment Security, Department of Licensing, General Administration, Office of Minority and Women Business Enterprises, and the Secretary of State with the possibility of improving and or funding outreach efforts to Latino businesses. We hope

to have an action plan formulated in the next few months.

We distributed printed copies of the Washington 2006 State Latino Assessment Report to all legislators before the start of the legislative session and are pleased that it was well-received. You can access the assessment report both in English and Spanish on our website.

2007's Legislative session has been eventful and absorbing. The Commission has testified on a number of bills; specifically those related to education, healthcare, and consumer protection issues. Two noteworthy events during February which occurred on the same day were: my 40+ birthday and 2007 Latino Legislative Day. We had a remarkable turnout of Hispanic/Latinos (700+) from throughout Washington State, including Pullman, Walla Walla, Yakima, Seattle, Tacoma, Vancouver, and Olympia. Our large audience drew supportive responses from the Governor's Office and many legislators. The captivating performance of the Mariachi Ayutla in the Rotunda, the presentation of scholarships to two exceptional Latino students and the standing room only tent attendance to hear Governor Gregoire certainly exemplifies our contributions and commitment to a better tomorrow.

On behalf of the Commission on Hispanic Affairs, I would like to take this opportunity, to thank everyone who helped and participated in Latino Legislative Day. I would also like to express our thanks and gratitude to the Latino Legislative Day Committee and to Carlos and Alexia for their unwavering dedication and hard work.



A "LEAP" Of Faith For Our STUDENTS by CHA CHAIR Yvonne Lopez Morton

Several years ago Ricardo Sanchez, then director of the Latino/a Educational Achievement Project (LEAP), visited Spokane and sought out local Hispanic leaders to educate them about LEAP and its mission to improve the academic achievement of Washington State's Latino and Latina students. He was also seeking new members for the LEAP Advisory Board. I was President of the Spokane Hispanic Business Professional Association at the time and one of the people in the room that day. I was immediately impressed by Ricardo's commitment to ensuring that all our youth have access to a quality education. But, what struck me the most was Ricardo's belief that all Hispanic youth have great potential and that higher education is a dream worth pursuing. Without hesitation I signed on as an advisory board member and joined a group of individuals from around the state that were just as impressed by LEAP's goals.

What I admire most about LEAP (founded in 1998) is how honestly and aggressively this organization addresses the serious issues of the academic achievement gap, our alarming drop out rates, and the isolation many of our Hispanic students experience in school classrooms across the state. Ricardo, who today serves as chair of the board, may easily be recognized as the face of LEAP. He; however, is quick to acknowledge that the success and goals of LEAP are the result of the collaborative efforts of students, parents, educators, legislators and community members who also share his and LEAP's desire to work for academic success for all our students.

One of the best examples of how LEAP has addressed issues is the critical role it played in advocating for legislation which provided undocumented students with the opportunity to pay in-state tuition rates at Washington colleges and universities. I remember watching Ricardo educate and mentor students before they spoke out in favor of the legislation and witnessing first hand the impact of those face-to-face meetings between skeptical legislators and students who were passionate about their educational success and who modestly shared their personal stories and dreams for the future.

The commitment Ricardo and LEAP have made to Hispanic students over almost 10 years is also demonstrated year after year at the annual LEAP conference in Olympia. This year more than 600 Hispanic students, parents, educators, legislators, and community leaders attended the 7th annual LEAP Education Conference and Legislative Day February 22 – 24. I have had the honor of attending four LEAP conferences and each year I am more impressed with the commitment to education that's demonstrated by the Hispanic students who participate. Students toured the state capitol, learned how government works, visited with legislators, and attended a variety of workshops during the three day conference.

Some of the students came prepared with knowledge about government and their legislators thanks to efforts by teachers such as Lupe Ledesma at Brewster High School who has been a LEAP supporter for years.

The credibility of LEAP was reflected by the quality of speakers at this year's LEAP conference which included Rep. Phyllis Gutierrez Kenney (4th Legislative District, Seattle); Dr. Rodolfo Arevalo, President, Eastern Washington University; Dr. Terry Bergeson, State Superintendent of Public Instruction (OSPI); Adie Simmons, Director, Governor's Office of the Education Ombudsman; Dr. Alfonso Anaya, Director, Migrant and Bilingual Education, OSPI; and Dr. Jose Cuellar, San Francisco State University. Several state legislators also attended the kickoff and parent appreciation dinners. Fellow CHA Commissioner, Dr. Victor Chacon and I had the honor of conducting breakout sessions for the students and in addition our Commission conducted two well attended public meetings in conjunction with LEAP's conference.

We are fortunate in Washington State to have partners and advocates for our students like Ricardo Sanchez, the LEAP advisory board members, and the LEAP staff and volunteers. There are still many more challenges ahead for our students; however, LEAP will continue to be their voice. This February in Olympia many people were listening.



Representative Sam Hunt at the podium

Representative Phyllis Gutierrez Kenney to the left of Rep. Hunt

Carlos Jimenez, Chair of the Latino Legislative Committee and Emcee of the festivities at the Capitol Rotunda

Making English Official Language will Isolate the State by Commissioner Negrón

The Olympian, 2007

Other views

Felix Negrón

Those fluent in English and other languages have a definite advantage over those who speak only English.

During my school years, fluency in Spanish and English was expected and a mandatory graduation requirement, no exceptions!

I can still hear my teachers lecturing on English grammar, sentence structure and literature! My parents and teachers wanted us to learn English, and they were a powerful motivator! I'm thankful for that push. Being bilingual has been a priceless asset both for my career and in service to my community.

On Jan. 30, state Reps. Jim McCune, R-Graham, Jim Dunn, R-Vancouver, John Ahern, R-Spokane, and Bill Hinkle, R-Cle Elum, introduced House Joint Resolution 4219, which "proposes an amendment to the state constitution to establish English as the official language of Washington."

Washington is the fourteenth state with pending legislation making English the official language. Twenty-eight states have adopted English as the official language. Last November, Arizona passed the initiative, and 50 percent of Hispanics voted in favor.

Opponents are concerned that making English the official language means the loss of critical language services and English proficiency education programs.

Those in favor feel the business of government in many languages is costly. They say English needs to be preserved as the common language and all immigrants have a responsibility to learn English.

According to the last census, the number of Americans that don't speak English has increased in the last 10 years. In Washington state, approximately 12.8 percent do not speak English at home and 5 percent (ages 5-17)

don't speak English very well.

Washington state is one of the few states that provide interpreter services to government service providers. DSHS provides interpreter services for up to 80 different languages throughout the state. This infrastructure serves thousands of people, and to compromise it would bring about certain chaos.

A Spanish-only speaking mother in Eastern Washington related her episode when she dialed 9-1-1 to get emergency medical help for her infant. The 9-1-1 operator wasn't able to understand her or the severity of the emergency, jeopardizing her access to medical services. Limiting services to non-English speaking people could create havoc for emergency response.

Big companies continue to court non-English speaking business. Just last week Bank of America announced the test-marketing of credit cards for mono-lingual Spanish-speakers. Other major companies will soon follow.

I'm married to a wonderful woman, and she will be the first one to share with you that being a monolingual English speaker is a real hindrance in today's world. Learning Spanish has allowed her to communicate with so many other wonderful Spanish speaking people in social and business settings. It's not just the language you're learning, it's an understanding and celebration of the culture that comes along with learning another language.

We should not let our services be jeopardized for the sake of a few small-minded English-only speakers. Our state is the most trade-dependent state in the nation, and making English the official language can only isolate us economically, globally and politically.

Felix Negrón, a member of The Olympian's Diversity Panel, is a commissioner with the Washington State Commission on Hispanic Affairs. He can be reached at fnegrón@hotmail.com.

Additional Pictures from Latino Legislative Day 2007



Mario Paredes, Estela Ortega, Roberto Maestas, and Julio Quan



Rep. Kenney, Governor C. Gregoire, Carlos Jimenez, and Uriel Iñiguez



Uriel Iñiguez speaking to the crowd.



I'd like to begin by congratulating **Eastern Washington University's Chicano Education Program** on their 30th year anniversary. My husband and I attended the anniversary banquet along with EWU alumni Uriel Iniguez, Executive Director of the Washington Commission on Hispanic Affairs. A special thanks to the CEP director, **Dr. Carlos Maldonado**, for his years of service and his ongoing commitment to the students at EWU. Thanks also to Lupe Cannon, Jennifer Nuñez, Dr. Gilberto Garcia, and the entire Chicano Education Program staff. The Chicano Education Program has a dual mission at Eastern Washington University. The program's first mission is to actively contribute towards enhancing the opportunity and participation of Chicanos/Latinos in higher education. This mission is achieved by actively recruiting and supporting Chicano/Latino students to have a positive and successful academic career. To learn more about CEP, visit <http://www.ewu.edu/x2393.xml>

COMMISSION NEWS

WASHINGTON HISPANIC LEGISLATIVE WEEK HIGHLIGHTS

Olympia saw the faces and heard the voices of Washington State's Hispanic community in late February when hundreds of adults and students gathered in the capitol for a variety of events focusing on issues ranging from education to economic development. One of the highlights for me was sitting in the capitol rotunda while the music of mariachis filled the marble dome and halls.

LEGISLATIVE DAY

The big white tent on the capitol grounds was the gathering place for hundreds of Hispanic citizens from around the state on February 21 during Washington Hispanic Legislative Day. I want to thank Carlos Jimenez, Uriel Iniguez, and the entire Legislative Day planning committee for their hard work coordinating the day's events. Washington Governor Christine Gregoire addressed a standing room only crowd. Other events included a special meeting with Speaker of the House Frank Chopp, hosted by Rep. Phyllis Gutierrez Kenney; a special program in the rotunda featuring comments by legislators, and live music by Mariachi Ayutla. Presentations included topics on farm worker and pesticide exposure issues, health care, education, economic development, and immigration reform. A special thanks to all the legislators who attended our events and took time out of a busy day on the capitol to visit with legislative day participants.

COMMISSION ACTIVITIES DURING LEGISLATIVE WEEK

The commissioners held public meetings in conjunction with the LEAP conference. The two breakout sessions were well attended by students. The agenda included a summary of the Commission's education priorities presented by Walla Walla Commissioner, Dr. Victor Chacon as well as a brief on the educational bills being considered during this legislative session presented by Commission Executive Director Uriel Iniguez.

On Saturday, February 24 the Commissioners participated in a full day study session to continue prioritizing our strategic plan. Special guests included Joyce Hunter, Deputy Chief of Staff for Governor Gregoire, and Steve Hyer, executive director of Washington Business Week.

LEGISLATIVE UPDATE

The 2007 legislative session is moving at a fast pace as a host of bills are being considered. Please visit the Commission's website at www.cha.wa.gov for the most recent updates on legislative activities. Bills that the Commission is paying particular attention to because of their impact on the Hispanic community include the following (S indicates Senate version, H indicates House version):

SB 5411 State need grant
SB 5438 After-school care
SSB 5666 Linked deposit
SB 5667 Small business tax relief
SSB 5842 Education system benchmarks
SCR 8403 Latino/higher education
HB 1051 High school completion
SSB 5165 Mathematics WASL
SB 6024 Automobile insurance
SHB 1206 Automobile insurance
SHB 1441 Community development fund
HB 2086 Construction industry
SHB 1810 Pesticide drift
HB 2106 Farm labor contractors

AROUND WASHINGTON

STATEWIDE – MARCH 24 – CITIZENSHIP DAY 2007

The Washington Chapter of the American Immigration Lawyers Association (AILA) presented "Citizenship Day 2007," a workshop providing assistance to state residents eligible for naturalization. This event followed last year's inaugural effort, at which approximately 150

Message from the Chair continued

individuals received low-cost assistance with their applications for U.S. citizenship. Offered at six locations (listed below), Citizenship Day 2007 was staffed by volunteer immigration attorneys, paralegals, interpreters and other community members. These teams prepared naturalization applications for \$20 to cover costs. Applicants were able to consult with professionals and ensure that their documentation was complete.

Recent developments and initiatives regarding immigration issues, including proposals to double the current filing fee and to make the required testing more rigorous, are inducing lawful permanent residents to seek citizenship as they become eligible to do so. Each year, hundreds of thousands of immigrants, from all corners of the globe, embrace the ideals of freedom and democracy and become United States citizens. The most recent statistics show that 604,280 immigrants became U.S. citizens in 2005, including 14,817 here in Washington State.

The Washington Chapter of AILA has developed a unique working partnership to undertake this effort. Partner organizations include: Columbia Legal Services, Hate Free Zone Washington, International Rescue Committee, Lutheran Community Services Northwest, Northwest Immigrant Rights Project, and Northwest Justice Project. For further information please contact: Kinza Schuyler, Chair AILA Pro Bono Committee, kinza@erols.org, 206-694-5700.

VANCOUVER – MARCH 25

The Latino Community Resource Group of Clark County hosted a **Latino Resource Fair** on Sunday, March 25th at the St. John the Evangelist Catholic Church, 8701 NE 119th Street, Vancouver. The event was free and included information on educational, social and health services as well as activities for children, presentations, food, and entertainment by Baile Folklorico. Special presentations by the Washington Commission on Hispanic Affairs (Uriel Iniguez and local Commissioner Rosalba Pitkin); Northwest Immigration Rights Project, and breast and cervical cancer educational presentations.

LEAVENWORTH – MAY 24 & 25: The **2007 Northwest Gangs Workshops** is scheduled May 24 & 25 at the Icicle Inn. Early registration is from 2 – 4 p.m. on May 23 and late registration is from 7 a.m. – 8 p.m. on May 24. The workshops are presented by the International Latino Gang Investigators Association.

Public Workshop: May 24 from 8 a.m. – 4 p.m. Topics include gangs and security in Washington schools and gang prevention and intervention.

Law Enforcement Workshop: May 25 from 8 – 4 p.m. For additional information or to register, visit the ILGIA website at www.ilgia.org/conference.asp, e-mail Scott Barfield at barfly3673@aol.com or call 253-948-7567.

MISCELLANEOUS

SPANISH LANGUAGE RADIO PROGRAM SEEKS PROPOSALS

Dr. Malaquías Flores, Hispanic Program Coordinator for Washington State University's Small Farms Program, is coordinating a monthly Spanish-language educational outreach program on Radio KDNA, supported by WSU Extension. Dr. Malaquías is seeking suggestions for topics and guests for the talk-radio-format show for February through December 2007. Spanish-language fluency is highly recommended for guests. The show is on the third Friday of each month, from 5 – 6 p.m. For information or to submit a proposal, call Dr. Malaquías at (509) 574-1600, e-mail: mflores@wsu.edu

WALLA WALLA SPANISH INSTITUTE

Washington State University and Walla Walla Community College are hosting an intensive Spanish Institute for college students, professionals and the general public during the summer of 2007. Classes will be conducted weekdays from 8:30 a.m. – 4:30 p.m. for two weeks. Registration due by April 20. For more information call 509-527-4443 or e-mail csealde@wsu.edu

Session I: July 9—July 20

Level 1 Beginning Spanish; Level 3 Intermediate Spanish

Session II: July 23 - August 3

Level 2 Advanced Beginning; Level 4 Advanced Intermediate

EDUCATION

ANNUAL LATINO PARENT CONFERENCE

The 1st Annual Latino Parent Conference is scheduled for Saturday, April 28 at the Tacoma Community College. Sponsored by Tacoma Community College, the Washington Commission on Hispanic Affairs, and the Migrant/Bilingual Education Program, Office of Superintendent of Public Instruction, the conference will address the educational needs of the growing Latino population in Pierce County. A family event, the conference will provide daycare and activities for youth while parents/and or adults attend the morning workshop sessions. The conference will also feature a keynote speaker, cultural performances; access to community resources, and will end with a family dance. For more information, contact Isabel Perez-Torres, Tacoma Community College at 253-566-6017 or e-mail iperez@tacomacc.edu

Minorities Should Pursue Roles of Leadership by Lourdes Alvarado-Ramos

A few weeks ago I had one of those "a-ha" moments during a discussion about developing minority leaders. The dialogue centered on leadership development that capitalizes on cultural diversity and succession planning. We had at the table a college dean, the executive director of a leadership development program for Asian Pacific Islanders, a program graduate and a Human Resources executive.

Those who identify as ethnic minorities have upbringing commonalities. We are taught early about humility, gratitude, not bringing attention to oneself while focusing on teamwork and working hard. When we live by this code, we assume that we will get noticed and rewarded with upward mobility.

How accurate is this assumption? This is where the college dean's observations caused my "aha" moment. In her recent experience, professional education that is funded by employers and results in leadership development and career progression has sparse minority participation. Individuals attending midlevel management and other professional training do not appear to represent ethnic groups proportionally.

Why are minorities not getting these opportunities?

The executive director for the leadership development program and the graduate put it all in perspective. Career progression is not just about working hard and hopefully getting noticed. It is also about keeping in check your cultural belief systems while self-advocating to access the opportunities that will lead to upward mobility. Organizations prioritize and develop career paths based on their needs and employee demand. Demand is created by the interaction employees have with their supervisors when mapping their plans and aspirations.

In the course of this meeting, I experienced flashbacks to the first time I asked for a raise. My cultural upbringing told me to be happy that I was making a pretty good living. On the other hand, salary surveys for comparable professions and my work requirements showed me otherwise. The day came, and with my heart nearly pounding out of my chest I made the pitch. When the boss asked for my bottom line, I overcame the paralysis that almost took over and we worked out the details.

Those who are salary capped might not be able to do this, but they can negotiate training, developmental assignments or volunteer opportunities that can result in upward mobility.

The human resources executive and I began a cross-table discussion on succession planning as it relates to diversity. As state government officials, we are taking a critical look at the projected exodus in the next five years of experienced leaders in both the public and private sector. Their successors should reflect proportionally the current work force, which is ethnically diverse and growing rapidly.

Those being groomed as future leaders tend to look like those in the senior positions. Currently there is sporadic diversity in those high level jobs. Aspiring minority leaders must pursue leadership opportunities openly and assertively to promote their abilities and potential in order to transform this trend.

Conversely, as business and government leaders seek out their successors in this growing global economy, they should explore and deliberately develop this rich and often understated talent pool.

Published March 02, 2007 in the Olympian

Lourdes "Alfie" Alvarado-Ramos is deputy director of the Department of Veterans Affairs and chair of the Governor's Affirmative Action Policy Committee. She can be reached at alfiealvarado@msn.com.

CHA's New Intern and Volunteer



Richard Diaz, student at St. Martin's University is majoring in Community Services. He is currently an Intern in the CHA office and will be graduating in 2008.

Lesley Deaton is a native of Costa Rica and is currently volunteering at CHA. She is enthused about working with the Latino community and the opportunity to practice her Spanish.

WELCOME Richard and Lesley!

Rural Community Development Resources PR from Luz Bazan's office

15 Years of Community Development

Freezing temperatures did not deter 250 people from attending the Rural Community Development Resources (RCDR) Quinceañera celebrating 15 years of serving Central Washington on Friday evening at the Clarion Hotel in Yakima.

RCDR Board Chair Jesse Rodriguez said, "Someone said that we would have a hard time getting 200 people on a cold Friday night to our event. We are happy to report that they were wrong and we want to thank everyone who braved the cold weather to be with us."

Luz Bazan Gutierrez provided special awards to Pete Garza, Blaine Tamaki and Henry Beauchamp who were the initial board members on the RCDR board, formerly WAME and all were in attendance. Each were recognized and given a plaque for their leadership and support of the organization. Also recognized were Carlos Diaz of the Washington State Migrant Council, Crispin Garza who served a Board Chair for 4 years and Hector Franco who was instrumental in getting bankers to support the organization in its early efforts and who has continued to serve as a consultant.

Maria D.J. Garcia, RCDR **Loan Manager**, noted that the group of business being recognized stood out as winners and she presented recognition plaques for several businesses as follows:

Martha Ramirez, Owner/Operator of Ramirez Child Care Center of Yakima

Outstanding Woman Owned Business; Colin Postance President of 800DRYWOOD, Inc. of Yakima/Tieton

Most Successful Internet Business: Carlos & Maria Cruz, Owner/Operators of Riverview Laundromat of Mattawa

Most Inspirational Entrepreneurs: Juan Murillo, President of American Wheel Specialist of Pasco

Most Innovative Entrepreneurs: R&R Trucking, Pres. & VP Raul Robles and Rito Ibarra of Yakima

Most Motivated Entrepreneur for Small Business Incubator

Eric D. Alegria, RCDR **Center for Latino Farmers Manager** also recognized the leadership within the group of farmers that were being recognized. He provided special plaques for several farmers as follows:

Page 2, RCDR Quinceañera Event 1-12-07

Evaristo Silva of Tieton- **Most Inspirational Farmer**

Primitivo Serna of Grandview- **Most Improved Farmer**

Miguel Contreras of Wapato- **Outstanding Farmer**

Hilario Alvarez of Mabton-**Most Market Oriented Farmer**

United Growers, Inc. of Tonasket-Outstanding Leadership Award

Jesse Rodriguez RCDR Board Chair recognized all the sponsors that helped make the event a success with special gratitude for the primary sponsors: Alegria & Co., American West Bank, Bank of the West, CANAM of Sunnyside, Central Wash University, LeMaster & Daniels, New Vision, Sol Consulting of Pasco, Wells Fargo, Washington State Migrant Council, OIC of Washington, Aguirre & Associates, Scott Synder Law Offices, Morales Rodriguez & Pat True Law Offices and Yakima Public Schools.

Rolando Rodriguez, RCDR Board Member commented, "It was great to see such a large turnout to such an important event. My family was so impressed with the success of the organization. That is why I invest my time and money in RCDR."

Luz Bazan Gutierrez, President & CEO stated, "We have finished our strategic planning session for the next five years, we have a primary goal to acquire or build our own facility within the next two years, with the help of our legislators and other private and federal funding sources and we have a young talented energetic staff. We have shown that, like any small business, demand dictates opportunities and those opportunities create more jobs. We are poised for the future."

Staff

Uriel Iñiguez
Executive Director

Alicia Luna
Executive Assistant



Commissioners

Yvonne Lopez Morton, Chair, Spokane

Gabriel Portugal, Vice-Chair, Pasco

Ruben Baca, Mt. Vernon

Víctor Chacón, Walla Walla

Ninfa R. Gutiérrez, Yakima

Félix L. Negrón, Olympia

Rosalba D. Pitkin, Vancouver

Lourdes Portillo Salazar, Bellevue

MISSION STATEMENT

The Mission of the Commission on Hispanic Affairs is to represent the Hispanic community in state government in order to empower Hispanics to exercise their right to equal opportunity in education, housing, health and economic development. The Commission strives to define issues pertaining to the rights and needs of Hispanics in order to provide recommendations to the Governor, the legislature, and state agencies. The recommendations can have a profound effect on state policies and lead to the improvement and the overall quality of life and future for the Hispanic community in the State of Washington.